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EXAMINER

BOYCE, ANDRE D

ART UNIT PAPER NUMBER

3623

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Please find below and/or attached an Office communication concerning this application or proceeding.



**DETAILED ACTION**

***Response to Amendment***

1. This Final Office action is in response to Applicant's amendment filed August 1, 2006. Claims 1, 9-12, 17, 18, 20, 28, 29, 34, 35 and 37 have been amended. Claims 8, 24, 27, 30, 33 and 36 have been canceled. Claims 38-41 have been added. Claims 1-7, 9-23, 25, 26, 28, 29, 31, 32, 34, 35 and 37-41 are pending.

2. The previously pending objections to claims 28-30 and 34-36 have been withdrawn.

The previously pending rejections to claims 1, 3, 12, 21 and 33 under 35 USC 101 have been withdrawn.

3. Applicant's arguments filed August 1, 2006 have been fully considered but they are not persuasive.

***Claim Rejections - 35 USC § 103***

4. The text of those sections of Title 35, U.S. Code not included in this action can be found in a prior Office action.

5. Claims 1-7, 9, 12-23, 31, 32, 34, 35 and 37-41 are rejected under 35 U.S.C. 103(a) as being unpatentable over Kurzius et al, in view of Tracey et al (USPN 6,798,413).

As per claim 1, Kurzius et al disclose a computer-implemented method for ordering workers for a client (system 10 for automated candidate recruiting and processing, figure 1), comprising: receiving an order request including criteria identifying qualifications for a worker (job posting, including candidate qualifications is received from employer 1304, figure 13), wherein the order request is processed in a number of stages (i.e., process by which new postings can be created and registered by an employer, column 14, lines 55-56); notifying a supplier of the order request (i.e., recruiter is notified that a new job posting has been entered 1308, figure 13); receiving at least one candidate submission from the notified supplier, including information identifying a suggested worker intended to satisfy the order request (i.e., candidate profiles that match job criteria, 1312, figure 13); forwarding information corresponding to the candidate submission to the client for review (employer informed of the ranked matchings 1314, column 15, lines 51-56); receiving from the client a candidate approval associated with the suggested worker (i.e., candidate profile is updated with indicated interest or feedback 1110, figure 11); and notifying the supplier of the candidate approval (i.e., recruiter is notified that interest has been indicated by employer, 1112, figure 11).

Kurzius et al does not explicitly disclose providing a summary of action taken on the order request during each processing stage and providing, for at least one processing stage, text based on an electronic mail associated with the order request. However, Kurzius discloses a variety of communication and notification methods, including electronic mail (column 14, lines 28-32). Moreover, Tracey et al disclose

managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). Further, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking and managing of tasks (column 5, lines 49-56), therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include a summary of action taken on the order request during each processing stage and providing, for at least one processing stage, text based on an electronic mail associated with the order request in Kurzius et al, as seen in Tracey et al, as an efficient manner of tracking the status of the job posting process.

As per claims 2 and 13, Kurzius et al disclose generating a display screen including a selectable template identifying predetermined qualification criteria of a worker (i.e., job posting form 1800, used to specify desired candidate qualifications, figure 18); prompting the client to complete the order request using the selectable template; and including in the order request the predetermined qualification criteria included in the selectable template (i.e., job posting form is presented to the employer for entry of job description 1302, column 14, lines 57-59).

As per claim 3, Kurzius et al disclose selecting from a database, based on the qualification criteria included in the received order request, a particular supplier; and notifying the particular supplier of the order request (i.e., recruiter is notified based upon the qualifications of a particular candidate, column 14, lines 28-31).

As per claims 4 and 14, Kurzius et al disclose notifying the client of the suggested worker by automatically generating and sending an electronic mail message to the client (i.e., employer informed of the ranked matching depending on the notification scheme that has been selected, including e-mail, column 15, lines 51-56 and column 5, lines 28-32).

As per claims 5, 15, 22, 31, and 34, Kurzius et al disclose determining the current stage of the order request (i.e., which step of the process the job posting is currently at, figure 13). Kurzius et al does not disclose generating a first display screen including s associated with each stage of the order request; and modifying each status display component to reflect the current stage of the order request. Tracey et al disclose managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). Further, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking and managing of tasks (column 5, lines 49-56), therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include a status display components associated with each stage of the order request; and modifying each status display component in Kurzius et al, as seen in Tracey et al, as an efficient manner of tracking the status of the job posting process.

As per claims 6, 16, 23, 32, and 35, Kurzius et al does not explicitly disclose the status display components correspond to a series of bars equal to the number of

stages, the method further comprising: highlighting the number of bars corresponding to the current stage. Tracey et al disclose managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). Further, Tracey et al disclose a display generator that creates colored bars or other visually identifiable symbols on a display screen that symbolizes output and status (column 6, lines 47-49). In addition, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking and managing of tasks (column 5, lines 49-56), therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include a status display components correspond to a series of bars equal to the number of stages in Kurzius et al, as seen in Tracey et al, as an efficient manner of tracking the status of the job posting process.

As per claim 7, Kurzius et al disclose generating a display screen including a listing of order requests associated with a particular user (i.e., the employer database and job posting database are updated to reflect the addition of a new job posting 1306, figure 13); and associating with each order request listed in the second display screen the corresponding status display component (i.e., which step of the process the job posting is currently at, figure 13).

As per claim 9, Kurzius et al disclose computer-implemented method of ordering workers using a network (system 10 for automated candidate recruiting and processing, figure 1), comprising: providing an interface in the network for clients to

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obtain workers from a supplier of workers (i.e., employer client 60 operating using computer 80, which includes output device 84, figures 1 and 2); permitting clients to have access to the interface to specify order requests identifying an order for workers (i.e., requesting candidates via computer 80), the order request including criteria identifying qualifications for a worker (i.e., candidate qualifications), wherein the order request is processed in a number of stages (i.e., process by which new postings can be created and registered by an employer, column 14, lines 55-56); permitting the supplier to have access to the order request based on the qualification criteria (i.e., recruiter is notified that a new job posting has been entered 1308, figure 13); and receiving at least one candidate submission from the supplier, including information identifying a suggested worker intended to satisfy the order request (i.e., employer is informed of the ranked matching 1314, figure 13).

Kurzius et al does not explicitly disclose displaying a summary of action taken on the order request during each processing stage. Tracey et al disclose managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). Further, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking and managing of tasks (column 5, lines 49-56), therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include a summary report display component in Kurzius et al, as seen in Tracey et al, as an efficient manner of tracking the status of the job posting process.



As per claim 12, Kurzius et al disclose computer-implemented method for ordering workers for a client (system 10 for automated candidate recruiting and processing, figure 1), comprising: receiving from the client an order request including criteria identifying qualifications for a worker (job posting, including candidate qualifications is received from employer 1304, figure 13) wherein the order request is processed in a number of stages (i.e., process by which new postings can be created and registered by an employer, column 14, lines 55-56); selecting candidate information from a database based on the identified qualification criteria in the order request, wherein the selected candidate information includes information identifying a suggested worker intended to satisfy the order request (i.e., candidate profile information in database server 30 that matches job criteria 1312, figure 13); forwarding the candidate information to the client for review (i.e., employer informed of ranked candidates 1314, figure 13); receiving from the client a candidate approval associated with the suggested worker; and notifying the suggested worker of the approval (i.e., notification that interest has been received from employer, including emailing the candidate, column 14, lines 28-32).

Kurzius et al does not explicitly disclose displaying a summary of action taken on the order request during each processing stage. Tracey et al disclose managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). Further, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking and

managing of tasks (column 5, lines 49-56), therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include a summary report display component in Kurzius et al, as seen in Tracey et al, as an efficient manner of tracking the status of the job posting process.

Claim 17 is rejected based upon the rejection of claim 12, since it is the computer program claim corresponding to the method claim.

Claim 18 is rejected based upon the rejection of claims 5 and 6, since it is the interface claim corresponding to the method claims.

As per claim 19, Kurzius et al does not disclose, a summary report display component displaying order identification information, the status display component, and information identifying an amount of time elapsed for each stage of the order request. Tracey et al disclose managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). Further, Tracey et al disclose a display generator that creates colored bars or other visually identifiable symbols on a display screen that symbolizes output and status. In addition, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking and managing of tasks (column 5, lines 49-56), therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include a status display components correspond to a series of bars equal to the number of stages in Kurzius et al, as seen in Tracey et al, as an efficient manner of tracking the status of the job posting process.

As per claim 20, Kurzius et al disclose a computer-implemented method for ordering workers for a client (system 10 for automated candidate recruiting and processing, figure 1), comprising: receiving an order request including criteria identifying qualifications for a worker (job posting, including candidate qualifications is received from employer 1304, figure 13), comprising generating a display screen including a selectable template identifying predetermined qualification criteria of a worker (i.e., job posting form 1800, used to specify desired candidate qualifications, figure 18); prompting the client to complete the order request using the selectable template; and including in the order request the predetermined qualification criteria included in the selectable template (i.e., job posting form is presented to the employer for entry of job description 1302, column 14, lines 57-59), selecting from a database, based on the qualification criteria included in the received order request, a particular supplier; and notifying the particular supplier of the order request (i.e., recruiter is notified based upon the qualifications of a particular candidate, column 14, lines 28-31), notifying a supplier of the order request (i.e., recruiter is notified that a new job posting has been entered 1308, figure 13); receiving at least one candidate submission from the notified supplier, including information identifying a suggested worker intended to satisfy the order request (i.e., candidate profiles that match job criteria, 1312, figure 13); forwarding information corresponding to the candidate submission to the client for review (employer informed of the ranked matchings 1314, column 15, lines 51-56); wherein forwarding includes notifying the client of the suggested worker by automatically generating and sending an electronic

mail message to the client (i.e., employer informed of the ranked matching depending on the notification scheme that has been selected, including e-mail, column 15, lines 51-56 and column 5, lines 28-32), receiving from the client a candidate approval associated with the suggested worker (i.e., candidate profile is updated with indicated interest or feedback 1110, figure 11); and notifying the supplier of the candidate approval (i.e., recruiter is notified that interest has been indicated by employer, 1112, figure 11), determining the current stage of the order request (i.e., which step of the process the job posting is currently at, figure 13), and generating a second display screen including a listing of order requests associated with a particular user (i.e., the employer database and job posting database are updated to reflect the addition of a new job posting 1306, figure 13); and associating with each order request listed in the second display screen the corresponding status display component (i.e., which step of the process the job posting is currently at, figure 13).

Kurzius et al does not disclose generating a first display screen including status display components associated with each stage of the order request, wherein the status display components correspond to a series of bars equal to the number of stages, the method further comprising: highlighting the number of bars corresponding to the current stage; and modifying each status display component to reflect the current stage of the order request, and generating a display screen providing a summary of action taken on the order request during each processing stage, wherein the display screen displays, for each processing stage.

Tracey et al disclose managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). Further, Tracey et al disclose a display generator that creates colored bars or other visually identifiable symbols on a display screen that symbolizes output and status. In addition, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking and managing of tasks (column 5, lines 49-56), therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include a status display components correspond to a series of bars equal to the number of stages in Kurzius et al, as seen in Tracey et al, as an efficient manner of tracking the status of the job posting process.

As per claim 21, Kurzius et al disclose displaying at least one of an order request associated with the supplier (i.e., recruiter version of the job posting review template 126, column 7, lines 38-47), a time taken for the supplier to respond to the order request, and a number of candidates the supplier has provided in fulfillment of the order request.

Claim 37 is rejected based upon the same rationale as the rejections of claims 9 and 22.

As per claim 38, Kurzius et al disclose notifying a first user when the order request may require a response (i.e., recruiter is notified that interest has been indicated by employer, 1112, figure 11).

As per claim 39, Kurzius et al disclose notifying a second user when submission of the response may require feedback (i.e., candidate profile is updated with indicated interest or feedback 1110, figure 11).

As per claim 40, Kurzius et al disclose the first user is a supplier (i.e., recruiter is notified that a new job posting has been entered 1308, figure 13).

As per claim 41, Kurzius et al does not disclose providing a summary report identifying an amount of time elapsed for each stage of the order request. Tracey et al disclose managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). Further, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking the progress of various projects and tasks, thus including the timeline associated with the project or task (column 5, lines 49-56), therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include a summary report identifying an amount of time elapsed for each stage of the order request in Kurzius et al, as seen in Tracey et al, as an efficient manner of tracking the status of the job posting process.

6. Claims 10, 11, 25, 26, 28 and 29 are rejected under 35 U.S.C. 103(a) as being unpatentable over Kurzius et al, in view of Nadkarni (USPN 6,266,659), in further view of Tracey et al (USPN 6,798,413).

As per claim 10, Kurzius et al disclose computer-implemented method for ordering workers (system 10 for automated candidate recruiting and processing, figure 1), comprising: wherein the order request is processed in a number of stages (i.e., process by which new postings can be created and registered by an employer, column 14, lines 55-56); receiving at least one candidate submission from the notified select group of suppliers, including information identifying a suggested worker intended to satisfy the order request (i.e., candidate profiles, added and deleted by recruiter in database server 30, that match the job criteria 1312, column 12, lines 63-67, figure 13); and notifying a client associated with the order request of the candidate submission (i.e., employer is informed of ranked matching 1314, figure 13).

Kurzius et al does not explicitly disclose determining, from a set of suppliers, a select group of suppliers capable of satisfying an order request based on stored information associated with the set of suppliers, the stored information including at least an identification of types of workers associated with each supplier; notifying each supplier in the select group of suppliers about the order request. Nadkarni discloses the employer search restricted to select groups of vendors, based on preferred qualifications (column 5, lines 56-60), wherein information about candidates associated with the vendor are stored in a database in step 307 (column 6, lines 60-66).

Neither Kurzius et al nor Nadkarni disclose displaying a summary of action taken on the order request during each processing stage. Tracey et al disclose managers

able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). Further, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking and managing of tasks (column 5, lines 49-56). In addition, both Kurzius et al and Nadkarni are concerned with effective recruitment of potential candidates, therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include determining a select group of suppliers capable of satisfying an order request based on stored information associated with the set of suppliers, and a summary report display component in Kurzius et al, as seen in Nadkarni and Tracey et al, respectively, as an efficient manner of determining capable suppliers and tracking the status of the job posting process.

Claim 11 is rejected based upon the same rationale as the rejection of claim 10, since it is the computer program claim corresponding to the method claim.

As per claims 25 and 28, Kurzius et al disclose determining the current stage of the order request (i.e., which step of the process the job posting is currently at, figure 13). Neither Kurzius et al nor Nadkarni disclose generating a first display screen including status display components associated with each stage of the order request; and modifying each status display component to reflect the current stage of the order request. Tracey et al disclose managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6).



Further, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking and managing of tasks (column 5, lines 49-56), therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include a status display components associated with each stage of the order request; and modifying each status display component in Kurzius et al, as seen in Tracey et al, as an efficient manner of tracking the status of the job posting process.

As per claims 26 and 29, neither Kurzius et al nor Nadkarni disclose the status display components correspond to a series of bars equal to the number of stages, the method further comprising: highlighting the number of bars corresponding to the current stage. Tracey et al disclose managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). Further, Tracey et al disclose a display generator that creates colored bars or other visually identifiable symbols on a display screen that symbolizes output and status (column 6, lines 47-49). In addition, Tracey et al disclose applications for the features described in a variety of workflow contexts, including tracking and managing of tasks (column 5, lines 49-56), therefore it would have been obvious to one having ordinary skill in the art at the time the invention was made to include a status display components correspond to a series of bars equal to the number of stages in Kurzius et al, as seen in Tracey et al, as an efficient manner of tracking the status of the job posting process.

***Response to Arguments***

7. In the Remarks, Applicant argues, with respect to claim 1 (and claims 9, 12, 17, 18 and 37, which Applicant asserts are of different scope, but recite similar elements), that the Examiner's allegation that it would have been obvious "to include...status display components correspond[ing] to a series of bars" has nothing to do with providing, for at least one processing stage, text based on an electronic mail associated with the order request. The Examiner submits that Applicant's argument is moot, because it refers to a portion of the previous action that no longer exists, due to Applicant's canceling of claims 8, 24, 33 and 36.

In addition, Applicant argues, with respect to claim 1, that neither Kurzius et al nor Tracey et al disclose providing, for at least one processing stage, text based on an electronic mail associated with the order request. The Examiner respectfully disagrees and submits that Kurzius discloses a variety of notification, processing, and further recruiting functions initiated in response to interest or feedback, including electronic mail (column 14, lines 28-32). Moreover, Tracey et al disclose managers able to graphically determine who is responsible for a project at any stage and the system displaying status information derived from a database and updated as work is performed (column 3, lines 1-6). As such, the combination of Kurzius et al and Tracey et al indeed disclose providing, for at least one processing stage, text based on an electronic mail associated with the order request.

With respect to claims 7 and 20, Applicant argues that Kurzius et al does not disclose generating a display screen including a listing of order requests associated

with a particular user and associating with each order request listed in the second display screen the corresponding status display component. The Examiner respectfully disagrees and submits that Kurzius et al discloses the employer database and job posting database are updated to reflect the addition of a new job posting 1306 (figure 13) and which step of the process the job posting is currently at (figure 13), thus indeed disclosing a display screen including a listing of order requests associated with a particular user and associating with each order request listed in the second display screen the corresponding status display component. Moreover, generating a display screen including a listing of order requests associated with a particular user is considered non-functional descriptive material because the information is not functionally involved in the steps recited nor do they alter the recited structural elements. Further, the structural elements remain the same regardless of the specific data. Thus, this descriptive material will not distinguish the claimed invention from the prior art in terms of patentability, see *In re Gulack*, 703 F.2d 1381, 1385, 217 USPQ 401, 404 (Fed. Cir. 1983); *In re Lowry*, 32 F.3d 1579, 32 USPQ2d 1031 (Fed. Cir. 1994); *MPEP* 2106.

### **Conclusion**

8. **THIS ACTION IS MADE FINAL.** Applicant is reminded of the extension of time policy as set forth in 37 CFR 1.136(a).

A shortened statutory period for reply to this final action is set to expire THREE MONTHS from the mailing date of this action. In the event a first reply is filed within

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TWO MONTHS of the mailing date of this final action and the advisory action is not mailed until after the end of the THREE-MONTH shortened statutory period, then the shortened statutory period will expire on the date the advisory action is mailed, and any extension fee pursuant to 37 CFR 1.136(a) will be calculated from the mailing date of the advisory action. In no event, however, will the statutory period for reply expire later than SIX MONTHS from the mailing date of this final action.


9. Any inquiry concerning this communication or earlier communications from the examiner should be directed to Andre Boyce whose telephone number is (571) 272-6726. The examiner can normally be reached on 9:30-6pm M-F.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Tariq Hafiz can be reached on (571) 272-6729. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

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adb  
October 24, 2006

  
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AU-3623